DOCUMENT RESUME

ED 410 794 HE 030 364

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|---|---|
| AUTHOR | Hurd, Richard; Foerster, Amy |
| TITLE | Unionization among College Faculty: 1996. |
| INSTITUTION | City Univ. of New York, NY. Bernard Baruch Coll. National Center for the Study of Collective Bargaining in Higher Education and the Professions. |
| PUB DATE | 1996-00-00 |
| NOTE | 14p. |
| AVAILABLE FROM | National Center for the Study of Collective Bargaining in Higher Education and the Professions (NCSCBHEP), Baruch College, 17 Lexington Ave., Box F-1228, New York, NY 10010; phone: 212-802-6751; fax: 212-802-5903 (free to members; single copy $8.75; 4-issue annual subscription $35). |
| PUB TYPE | Collected Works - Serials (022) -- Numerical/Quantitative Data (110) -- Reports - Research (143) |
| JOURNAL CIT | National Center for the Study of Collective Bargaining in Higher Education and the Professions Newsletter; v24 n2 Apr-May 1996. |
| EDRS PRICE | MF01/PC01 Plus Postage. |
| DESCRIPTORS | *Collective Bargaining; *College Faculty; Colleges; Employer Employee Relationship; Employment Problems; Faculty; *Faculty College Relationship; Faculty Organizations; Federal Legislation; Higher Education; *Labor Relations; Legal Problems; Negotiation Agreements; School Personnel; School Policy; Union Members; Universities |

ABSTRACT

This newsletter summarizes unionization trends among college faculty and analyzes the six collective bargaining elections which took place during 1995. Academic unions represented 246,207 professors in 1995, a growth of 1.65 percent over 1994, and there were 504 bargaining agents on 1,115 campuses throughout the United States. This increase can be attributed to three factors: (1) unions won the four collective bargaining elections to determine new bargaining agents in 1995; (2) existing bargaining units grew in size; and (3) the Minnesota Technical Colleges with 34 campuses are included in the figures for the first time this year. Public colleges and universities employed 235,322 unionized faculty members with 434 bargaining agents on 1,022 public sector campuses. There were 10,885 unionized faculty members in private colleges and universities with 70 bargaining agents on 93 campuses. The American Association of University Professors (AAUP) represented 61,855 faculty in 61 bargaining units. The American Federation of Teachers represented 107,665 faculty in 168 bargaining units. The National Education Association represented 90,130 faculty in 228 bargaining units. Independent unions represented 19,218 faculty in 42 bargaining units. Demographic information concerning faculty unionization is included. (JLS)

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NEWSLETTER
NATIONAL CENTER FOR THE STUDY OF COLLECTIVE BARGAINING IN HIGHER EDUCATION AND THE PROFESSIONS

School of Public Affairs
Bernard M. Baruch College • City University of New York • Vol. 24, No. 2 • Apr/May 1996

# UNIONIZATION AMONG COLLEGE FACULTY - 1996

ED 410 794

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NEWSLETTER
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# UNIONIZATION AMONG COLLEGE FACULTY - 1996

Richard Hurd and Amy Foerster

## INTRODUCTION

Unionization among college and university faculty continued its slow but steady increase in 1995. Academic unions now represent 246,207 professors, a growth of 3,986 (1.65 percent) from that reported in last years NCSCBHEP's Directory of Faculty Contracts and Bargaining Agents in Institutions of Higher Education. We can now report 504 bargaining agents on 1,115 campuses throughout the United States.

These increases can be attributed to three sources. First, unions won 4 out of 4 collective bargaining elections during 1995 to determine new bargaining agents. Second, some existing bargaining units grew in size as institutions hired additional faculty. Third, the Center has included the Minnesota Technical Colleges this year. It was incorrectly omitted in the past. Separate faculty bargaining units at the 34 Minnesota Technical College campuses were consolidated into a single statewide unit in December 1993. The bargaining agent is the United Technical College Educators (UTCE), affiliated with both AFT and NEA. Although negotiations commenced during 1994, UTCE did not have official status as the exclusive representative until July 1, 1995. The first statewide contract was still being negotiated as of January 1, 1996.

Public colleges and universities employ 235,322 unionized faculty members, with 434 bargaining agents on 1,022 public sector campuses. Four-year public colleges and universities account for 124,738 of the unionized faculty members, with 90 bargaining agents on 336 campuses. Two-year public colleges have 110,584 unionized faculty members, with 344 bargaining agents on 686 campuses.

There are only 10,885 unionized faculty members in the nation's private colleges and universities, with 70 bargaining agents on 93 campuses. The overwhelming majority of these are employed at private four-year colleges and universities: 10,405, with 61 bargaining agents on 79 campuses. We can only report 480 faculty members on 14 two-year private sector campuses, represented by 9 bargaining agents.

Six collective bargaining elections took place during 1995. Faculty members chose new collective bargaining agents in four of these and changed agents in two elections.

## AGENTS ELECTED

Faculty members voted for union representatives at four institutions during 1995. One election win occurred at a four-year private institution, Bank Street College in New York. The three new units at public sector institutions include the full-time faculty at Albuquerque Technical Vocational Institute in New Mexico, the temporary full-time faculty at Kent State University in Ohio, and the part-time faculty at Parkland Community College in Illinois.

In addition to the new agents elected in 1995, there were two institutions where agents were chosen in

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1994 which were not mentioned in our report last year, although they were listed in the Center's 1995 Directory under "Faculty Contracts and Bargaining Agents." In 1994, part-time faculty at the College of the Sequoias in California chose CWA as their bargaining agent, and part-time faculty at Mendocino College in California selected NEA as their agent.

## CHANGE OF AGENT ELECTION

Faculty at two institutions voted in 1995 to change bargaining agents. The faculty at Kalamazoo Valley Community College in Michigan chose the AAUP over the NEA in a challenge election. The faculty at Peninsula College in Washington, who had been represented by NEA, chose AFT as their bargaining agent.

## CHALLENGE TO AGENT ELECTION

There were no unsuccessful challenges to current agents reported in 1995.

## NO-AGENT ELECTION

There were no elections reported where faculty voted for no-agent status in 1995.

## AAUP

The AAUP participated in two of the six elections held in 1995. At Kent State University in Ohio the AAUP defeated no-agent 50-36 in a unit of 120 temporary full-time faculty. At Kalamazoo Valley Community College, the AAUP successfully challenged NEA, winning 64-36 in a unit of 105.

The AAUP and its affiliates, including dual affiliations, now represent 61,855 faculty in 61 bargaining units. These include 38 public and 23 private sector units. Of these, 51 are at four-year and 10 are at two-year institutions.

## AFT

The AFT participated in four of the six elections held in 1995. At Bank Street College in New York, the only private sector institution where a representation election was held in 1995, AFT defeated no-agent 78-24 in a unit of 150. At Albuquerque Technical Vocational Institute in New Mexico, AFT defeated no-agent 180-12 in a unit of 290. At Parkland Community College in Illinois, AFT defeated no-agent 67-24 in a unit of 125. In a vote to replace NEA as the bargaining agent at Peninsula College in Washington, AFT defeated no-agent 75-15 in a unit of 158.

The AFT and its affiliates, including dual affiliations, now represent 107,665 faculty in 168 bargaining units. These include 145 public and 23 private sector units. Of these, 49 are at four-year and 119 at two-year institutions.

## NEA

The NEA participated in only one of the six elections in 1995. At Kalamazoo Valley Community College in Michigan, NEA lost a challenge election to AAUP 36-64 in a unit of 105. Although it did not contest the election, NEA also lost bargaining agent status at Peninsula College in Washington when AFT defeated no-agent to become the new representative for a unit of 158.

The NEA and its affiliates, including dual affiliations, now represent 90,130 faculty in 228 bargaining units. These include 214 public and 14 private sector units. Of these, 37 are at four-year and 191 are at two-year institutions.

## INDEPENDENT AGENTS

By the term independent agent, we mean any faculty bargaining agent which has not affiliated with another state or national union. There were no representation elections involving independent agents in 1995.

Independent agents now represent 19,218 faculty in 42 bargaining units. These include 34 public and 8 private sector units. Of these, 12 are at four-year institutions and 30 are at two-year institutions.

## DECERTIFICATIONS

The National Center knows of no bargaining agent decertifications which occurred during 1995.

## STRIKES

No faculty strikes were reported for 1995.

## LEGISLATION

The National Center cannot report any new state or federal legislation governing collective bargaining in higher education during 1995.

## FIRST CONTRACTS SIGNED

Four first contracts were signed during 1995. At Warren County Community College in New Jersey, the NEA signed an initial two-year agreement covering a unit of 12 faculty members. At Cleveland State University in Ohio the AAUP negotiated a two-year contract for a unit of 400. A joint NEA/AFT unit at Eastern Washington University also achieved its first contract covering a unit of 404. The fourth "first contract" was for an AFT unit of 412 part-time faculty at Yuba Community College in California; although there was a gap in coverage, this same unit had enjoyed contract protection earlier when represented by the NEA.

In addition to the first contracts negotiated in 1995, the National Center has learned of three first contracts negotiated in 1994 which were not reported last year. The AFT secured initial contracts for two units in 1994: a four-year agreement covering a unit of 120 temporary faculty at Northern Illinois University, and a one-year agreement covering a unit of 350 part-time faculty at Rockland Community College in New York. The NEA also negotiated a first contract in 1994, a three-year agreement covering a unit of 165 at Hocking Technical College in Ohio.

## DEMOGRAPHIC ANALYSIS

While this 1996 report shows collective bargaining agents in 32 states, Washington, DC, and Guam, faculty higher education bargaining remains geographically limited and almost exclusively a phenomenon of public sector institutions.

Two states, California (66,344) and New York (55,320) account for 121,664 or 49.4 percent of all unionized faculty members. The ten largest states for faculty collective bargaining (listed below) account for 200,961, or 81.6 percent of all unionized faculty members in the United States. Five of these ten largest states are located in the northeast (New York, Pennsylvania, New Jersey, Massachusetts, and Connecticut) and are the home states for 95,589 unionized professors, 38.8 percent of the total. The two west coast states, California (66,344) and Washington (10,245) represent another 76,589 faculty members, 31.1 percent of all unionized faculty. Put another way, seven states, five in the northeast and two on the west coast account for 69.9 percent of the unionized professorate. Only two states in the mid-west, Michigan (10,217) and Minnesota (7,675) are listed among the ten largest states for faculty collective bargaining. Florida (10,891) is the only southern state to make this list.

### THE TOP TEN STATES FOR FACULTY UNION MEMBERSHIP IN HIGHER EDUCATION, 1995

| | STATE | FACULTY |
|---|---|---|
| 1. | California | 66,344 |
| 2. | New York | 55,320 |
| 3. | Pennsylvania | 11,355 |
| 4. | Florida | 10,891 |
| 5. | New Jersey | 10,882 |
| 6. | Washington | 10,245 |
| 7. | Michigan | 10,217 |
| 8. | Massachusetts | 9,623 |
| 9. | Connecticut | 8,409 |
| 10. | Minnesota | 7,675 |
| | TOTAL | 200,961 (81.6 percent of all unionized faculty) |

Higher education collective bargaining is also largely limited to public sector institutions. Public colleges and universities employ 235,322, or 95.6 percent of the unionized professorate. Among public institutions, there is an even division between four-year and two-year colleges and universities. Four-year public institutions employ 124,738 faculty members, 53.0 percent of unionized faculty at all public institutions. Two-year colleges employ 110,584 unionized professors, or 47.0 percent of all unionized professors at public institutions.

**NATIONAL CENTER NEWSLETTER**

National Center publication issued 4x/yr. Annual subscription: $35; Single copy, $8.75; free to Center members. Back issues available. ISSN 0737-9285

**Director:** Douglas H. White

**Editor & Administrative Director:** Beth Johnson

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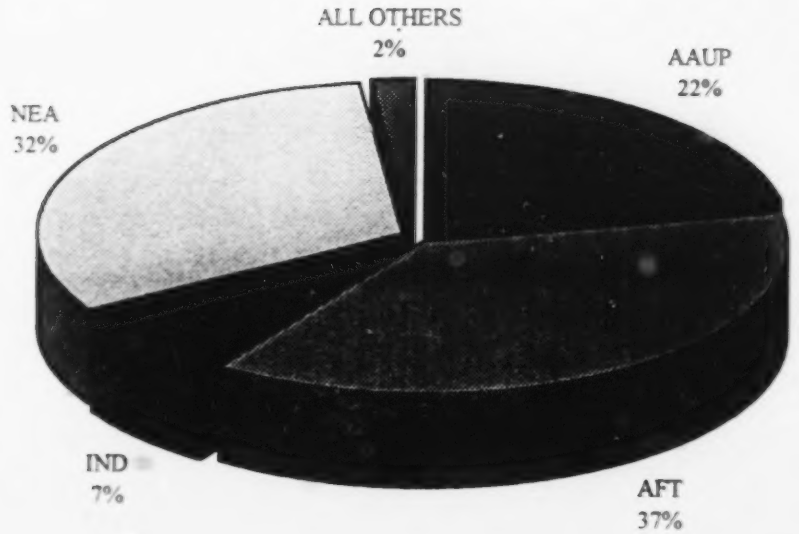
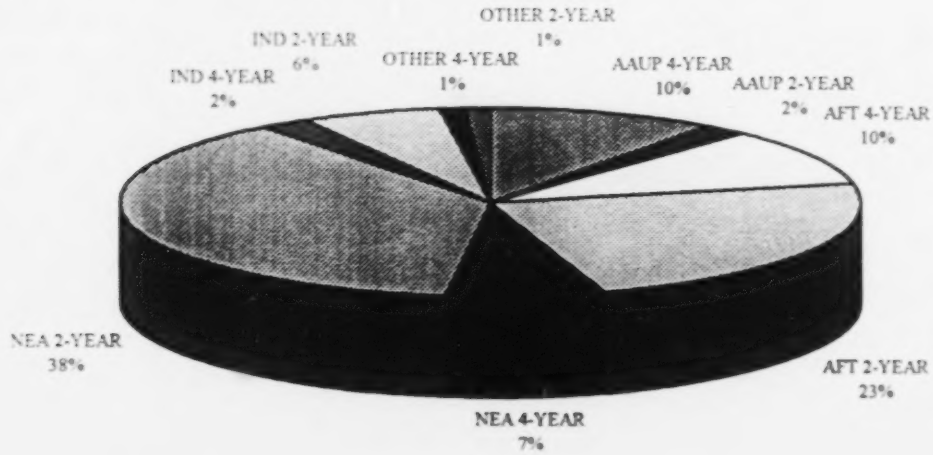
## TABLE ONE
## FACULTY REPRESENTED BY CERTIFIED BARGAINING AGENTS
## 1996




Dual Affiliation Membership Status Credited to Both Organizations

# TABLE TWO
# FACULTY BARGAINING AGENTS IN TWO AND FOUR-YEAR INSTITUTIONS
# 1996




Dual Affiliations Credited to Both Unions

## TABLE THREE -- SUMMARY OF ELECTIONS-1995

### A. AGENTS ELECTED

| Institution | State | Unit Size | Vote | Agent Elected | 2/4 Year College |
|---|---|---|---|---|---|
| Albuquerque Technical Vocational Institute | NM | 290 | AFT 180<br>N-Agt. 12 | AFT | 2 |
| *Bank Street College | NY | 150 | AFT 78<br>N-Agt. 24 | AFT | 4 |
| Kent State University (Temporary Full-time faculty) | OH | 120 | AAUP 50<br>N-Agt. 36 | AAUP | 4 |
| Parkland Comm. College (Part-time faculty) | IL | 125 pt | AFT 67<br>N-Agt. 24 | AFT | 2 |

### B. CHANGE IN AGENT STATUS

| Institution | State | Unit Size | Vote | New Agent | Former Agent | 2/4 Year College |
|---|---|---|---|---|---|---|
| Kalamazoo Valley Comm. College | MI | 105 | AAUP 64 | AAUP | NEA | 2 |
| Peninsula College | WA | 158 | AFT 75<br>N-Agt 15 | AFT | NEA | 2 |

### C. CHALLENGE TO AGENT STATUS

No unsuccessful challenges reported in 1995.

### D. AGENTS DECERTIFIED

No reported faculty agent decertifications during 1995.

### E. NO-AGENT VOTES

No reported no-agent votes in 1995.

## TABLE FOUR

# GEOGRAPHIC DISTRIBUTION OF UNIONIZED FACULTY
1996

| STATE | UNIONIZED FACULTY |
|---|---|
| ALASKA | 367 |
| ARIZONA | 1,124 |
| CALIFORNIA | 66,344 |
| COLORADO | 77 |
| CONNECTICUT | 8,409 |
| DELAWARE | 1,133 |
| DISTRICT OF COLUMBIA | 462 |
| FLORIDA | 10,891 |
| HAWAII | 3,210 |
| ILLINOIS | 7,516 |
| IOWA | 2,112 |
| KANSAS | 1,386 |
| MAINE | 1,854 |
| MARYLAND | 1,088 |
| MASSACHUSETTS | 9,623 |
| MICHIGAN | 10,217 |
| MINNESOTA | 7,675 |
| MISSOURI | 560 |
| MONTANA | 1,037 |
| NEBRASKA | 2,034 |
| NEVADA | 103 |
| NEW HAMPSHIRE | 1,031 |
| NEW JERSEY | 10,882 |
| NEW MEXICO | 358 |
| NEW YORK | 55,320 |
| OHIO | 5,338 |
| OREGON | 5,111 |
| PENNSYLVANIA | 11,355 |
| RHODE ISLAND | 1,959 |
| SOUTH DAKOTA | 1,122 |
| VERMONT | 393 |
| WASHINGTON | 10,245 |
| WISCONSIN | 5,821 |
| GUAM | 130 |

## TABLE FIVE
## FACULTY BARGAINING AGENTS AND COLLECTIVE BARGAINING AGREEMENTS, 1974-1995